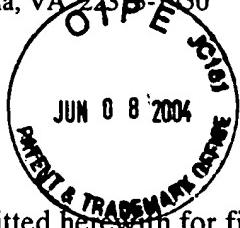


COMMISSIONER FOR PATENTS
Alexandria, VA 22313-1450



Sir:

2164
SERIAL NO. 09/895,886

IBM DOCKET NO. AUS920010236US1

DATE: June 4, 2004

3628
Jfw

Assignee Name: International Business Machines Corporation
Assignee Residence: Armonk, New York

30

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Personnel Compensation Planning Factors

Enclosed are:

- Supplemental Information Disclosure Statement;
- Modified form 1449 listing 1 reference(s);
- copies of any non-U.S. Patent references listed on form 1449.

37 CFR § 1.97 is satisfied by the following:

- This Supplemental IDS is being filed pursuant to CFR § 1.197(b), therefore no fee as set forth in § 1.17(p) is believed to be due. If, however, more than three months have elapsed since the filing date and a first Office action on the merits has already been mailed, then please charge my Deposit Account No. 09-0447 the fees set forth in § 1.17(p) [\$180.00]. **A duplicate copy of this sheet is enclosed.**
- The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. **A duplicate copy of this sheet is enclosed.**
- Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By Joseph T. Van Leeuwen
Joseph T. Van Leeuwen
Attorney for Applicant
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Certificate of Mailing Under C.F.R. §1.8(a)

I hereby certify that this correspondence was sent via First Class Mail to the United States Patent Office in an envelope with sufficient postage addressed to Commissioner for Patents, Alexandria, VA 22313-1450 on June 4, 2004.

By: Joseph T. Van Leeuwen
Joseph T. Van Leeuwen

6/4/04
Date

COMMISSIONER FOR PATENTS
Alexandria, VA 22313-1450



SERIAL NO. 09/895,886

IBM DOCKET NO. AUS920010236US1

DATE: June 4, 2004

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:
Calderaro, et. al.
Serial No.: 09/895,886
Filed: June 29, 2001
Title: System and Method for Improved Personnel Compensation Planning Factors

: Group Art Unit: 2164
: Intellectual Property Law Department
: International Business
: Machines Corporation
: Intellectual Property Law Dept.
: 11400 Burnet Road

Austin, Texas 78758

SUPPLEMENTAL INFORMATION DISCLOSURE STATEMENT

The Commissioner of Patents
Washington, D.C. 20231

Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Supplemental Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

This Supplemental Information Disclosure Statement is believed to be timely pursuant to 37 CFR § 1.97(b), therefore no additional fees are believed to be necessary. If, however, additional fees are deemed to be necessary, the Commissioner is hereby authorized to charge such fees to IBM's deposit account No. 09-0447.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each of the items on PTO-1449 is supplied herewith.

Respectfully submitted,

By Joseph T. Van Leeuwen
Joseph T. Van Leeuwen
Attorney for Applicant
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In Place of FORM PTO-1449 (Modified)

Serial No. 09/895,886

Applicant: Calderaro, et. al.

Filing Date: 6/29/2001

Group: 2164

Atty. Docket No. AUS920010236US1

**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT**

U. S. PATENT DOCUMENTS

Examiner <u>Initial</u>	Document <u>Number</u>	Date	Name	Class	Subclass	Filing Date if <u>Appropriate</u>
_____	AA	6,236,996	May 2001	Bapat et al.	707	9
_____	AB					
_____	AC					
_____	AD					
_____	AE					
_____	AF					
_____	AG					
_____	AH					
_____	AI					
_____	AJ					
_____	AK					
_____	AL					

FOREIGN PATENT DOCUMENTS

Examiner <u>Initial</u>	Document <u>Number</u>	Date	Country	Class	Subclass	Translation <u>Yes</u> <u>No</u>
_____	AM					
_____	AN					
_____	AO					
_____	AP					

OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)

Examiner <u>Initial</u>

AQ
AR
AS
AT
AU

Examiner: _____ Date Considered: _____

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.